

POST-LICENSURE RN TO BSN EDUCATION PROGRAMS

This update presents data for the 54 Texas professional nursing programs that indicated they had a post-licensure RN to BSN (Bachelor's of Science in Nursing) program track during the 2024 reporting year. This includes 4 programs that had a stand alone post-licensure RN to BSN program. This report includes only students in Texas enrolled in Texas programs, not students in other states enrolled in Texas programs.

The Texas Center for Nursing Workforce Studies (TCNWS) collected data using the 2024 Board of Nursing's (BON) Nursing Education Program Information Survey (NEPIS) that was available online as of October 1, 2024. The reporting period was academic year (AY) 2023-2024 (September 1, 2023 – August 31, 2024) unless otherwise noted. TCNWS collaborated with the BON in the design and dissemination of the survey.

RN to BSN Program Characteristics

In the 2024 NEPIS, RN to BSN programs were asked to report the number of semester credit hours for upper division nursing and the length of time for program completion in months.

- The median number of semester credit hours was 30, ranging from 21 to 120.
- The median length of time for program completion was 12 months (27 programs).
- 44 (81.5%) programs were offered on a part-time basis.

52 (96.3%) programs had requirements for a clinical component. Table 1 shows the mean and median number of hours dedicated to clinical components.

- Clinical clock hours had the highest average number of hours (54.3).
- A majority of programs did not dedicate hours to lab clock hours or high-fidelity simulation clock hours.

Table 1. Mean and Median Number of Hours Dedicated to Clinical Components, 2024

Clinical Component	Mean Hours	Median Hours
Clinical clock hours	54.3	45.0
Clinical project hours	48.7	48.0
Lab clock hours	5.7	0.0
High-fidelity simulation clock hours	3.1	0.0
Virtual simulation clock hours	18.1	0.0

Online Technology

Programs were asked whether they offered nursing courses via online technology. Programs could choose multiple options. All programs offered courses via online technology. Programs offered nursing courses in the following ways:

- 42 programs (77.8%) offered the entire didactic program curriculum online.
- 10 programs (18.5%) offered select courses entirely online.
- 7 programs (13.0%) offered hybrid nursing courses.

Work Experience

Programs were asked to report the percentage of their students who had less than 2 years of work experience.

- The median percentage of students with less than 2 years of work experience was 42.0%, ranging from 0% (13 programs) to 100% (2 programs).
- This is an increase from 2023 when the median was 39%, ranging from 0% (10 programs) to 100% (1 program).

Post-Licensure RN to BSN Programs Admissions

Table 2 presents data on qualified applications and admissions to post-licensure RN to BSN programs in AY 2023-2024. Qualified applications were those that met all criteria for admission.¹ The data in the admissions section is based on 53 out of 54 programs; one stand-alone program did not provide admissions data.

Table 2. Qualified Applications, Admissions, and Qualified Applications Not Offered Admission, 2015-2024

Year	Seats for New Students ^{2,3}	Qualified Applications	Offered Admission	Qualified Applications Not Offered Admission	Newly Enrolled Post-Licensure Students
2015	12,247	5,198	4,752	446 (8.6%)	4,135
2016	12,900	5,204	5,122	82 (1.6%)	4,573
2017	14,547	7,004	6,932	72 (1.0%)	6,039
2018	14,484	7,426	7,287	138 (1.9%)	4,768
2019	18,642	8,628	8,512	116 (1.3%)	5,514
2020	17,085	8,530	8,357	173 (2.0%)	5,873
2021	11,027	8,350	8,349	1 (<0.1%)	5,476
2022	15,622	5,999	5,904	95 (1.6%)	4,273
2023	13,554	6,652	6,637	15 (0.2%)	3,866
2024	14,955	6,414	6,392	22 (0.3%)	4,172

- From AY 2022-2023 to AY 2023-2024 seats for new students increased by 10.3%.
- Two programs reported having an unlimited capacity.
- From AY 2022-2023 to AY 2023-2024 the number of qualified applicants decreased by 3.6%.

Offered Admission

- 50 of 53 programs (94.3%) offered admission to all qualified applications in 2024.
- Of the 6,392 applications offered admission, 4,172 (65.3%) registered and enrolled in a post-licensure RN to BSN program for AY 2023-2024. This represents an increase from the previous year when 58.2% of applicants offered admission actually registered and enrolled.

- 8 programs did not admit new RN to BSN applicants in AY 2023-2024. 3 of these 8 programs also did not admit new RN to BSN applicants in AY 2022-2023.
- One program that had no new admissions is closing.
- All 8 programs received 0 applications.

Qualified Applicants Not Offered Admission

22 qualified applications were not admitted in 2024, which is an increase from the 15 not admitted in 2023.

The 3 programs that did not accept all qualified applications ranked the importance of reasons why qualified applications were not accepted.

- The most important reason was different for each program, but included: lack of qualified faculty applicants and delays in hiring new faculty.

¹ Qualified applications refers to applications submitted, not individual applicants, since candidates for admission may apply to more than one nursing program.

² Seats for new students does not distinguish between non-Texas and Texas residents.

³ Per the survey operational definition, seats for new students refers to the maximum number of seats for new students that a program can enroll in any given admission period. Seats for new students may be limited by Board of Nursing rules or logistical concerns (faculty size, classroom space, etc.).

Newly Enrolled Students in Post-Licensure RN to BSN Programs

Table 3 shows the yearly change in newly enrolled students from 2015 to 2024. Newly enrolled students are those who were offered admission and decided to register and enroll in the program.

- There were a total of 4,172 newly enrolled post-licensure students in AY 2023-2024.
- From AY 2022-2023 to AY 2023-2024, the number of newly enrolled students increased by 7.9%.

Table 3. Change in Newly Enrolled Students, 2015-2024

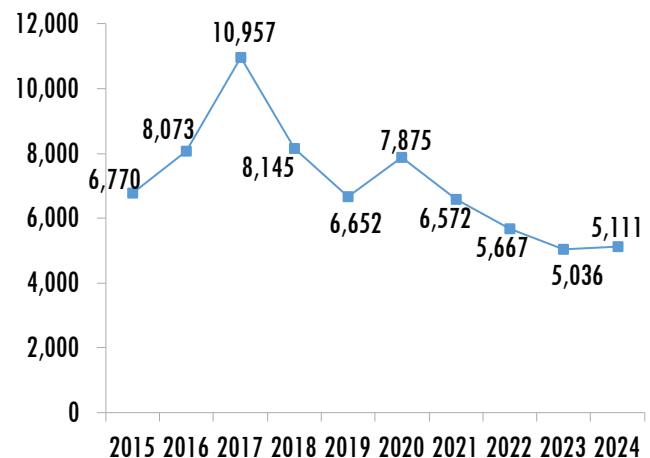
Year	Number of Responding Programs	Newly Enrolled Post-Licensure Students	% Annual Change
2015	40	4,135	2.8%
2016	41	4,573	10.6%
2017	41	6,039	32.1%
2018	43	4,768	-21.0%
2019	41	5,514	15.6%
2020	44	5,873	6.5%
2021	43	5,476	-6.8%
2022	48	4,273	-22.0%
2023	49	3,866	-9.5%
2024	53	4,172	7.9%

Total Enrollment in Post-Licensure RN to BSN Programs

On September 30, 2024, as shown in Figure 1, there were 5,111 students enrolled in post-licensure RN to BSN programs.

- From 2023 to 2024, enrollment increased by 75 students (1.5%).
- 49 programs responded to the NEPIS in both AY 2022-2023 and AY 2023-2024. 26 of these programs had a decrease in total enrollment, 20 reported increased total enrollment, and 3 did not have a change in enrollment.

Figure 1. Total Enrollment in Post-Licensure RN to BSN Programs, 2015-2024



Graduates from Post-Licensure RN to BSN Programs

As shown in Figure 2, there were 3,061 post-licensure RN to BSN graduates during AY 2023-2024.

- This represented a 2.6% increase from AY 2022-2023 (79 more graduates).

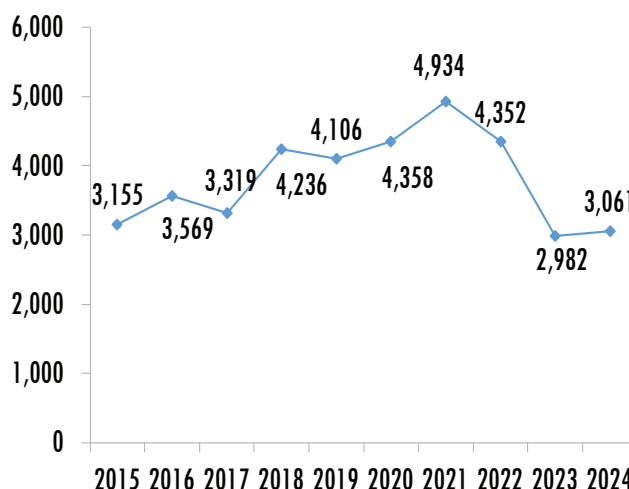
49 programs responded to the NEPIS in both AY 2022-2023 and AY 2023-2024. Of these 49 programs:

- 23 reported a decrease in the number of post-licensure RN to BSN graduates.
- 23 reported an increase in the number of graduates.
- 3 programs reported the same number of graduates.

The 49 post-licensure RN to BSN programs were asked to describe any barriers they faced in increasing post-licensure RN to BSN graduates. Programs could report more than one barrier. Of the 22 programs that responded:

- 5 programs cited an insufficient applicant pool.
- 5 cited competition with other RN to BSN programs.
- 4 cited competing work/school commitments.
- 3 cited cost of attending.
- 3 cited competition with community colleges offering BSN programs.

Figure 2. Graduates from Post-Licensure RN to BSN Programs, 2015-2024



Demographics of Post-Licensure RN to BSN Graduates

Gender

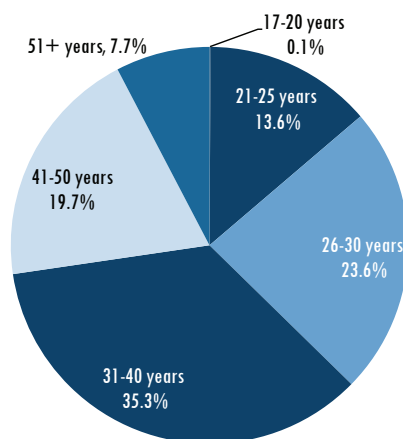
Female graduates made up 85.8% of the 2024 post-licensure RN to BSN graduate population, a decrease from the proportion of graduates who were female in 2023 (86.7%).⁴ Gender data were missing for 0.3% of RN to BSN graduates.

Age

Figure 3 displays the breakdown of age among post-licensure RN to BSN graduates in 2024. Age data were missing for 0.2% of RN to BSN graduates.

- 35.3% of RN to BSN graduates were 31-40 years old.
- There were more post-licensure RN to BSN graduates aged 51 and older (7.7%) compared to pre-licensure RN graduates (1.7%).⁴

Figure 3. Age of Graduates, 2024

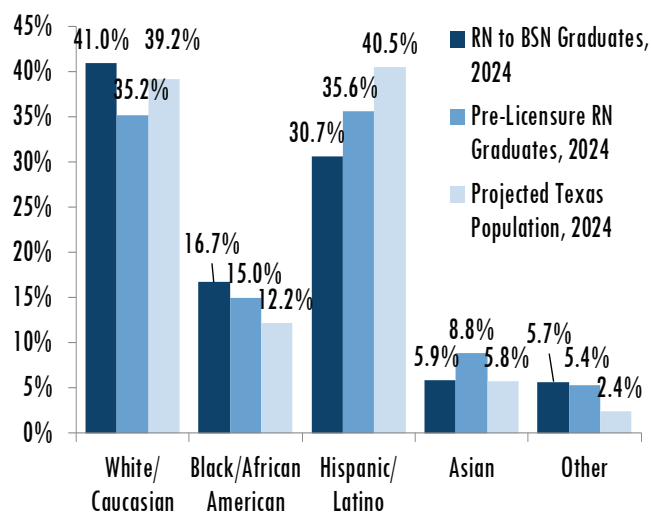


⁴ Pre-licensure RN data come from the 2024 RN NEPIS fact sheets located at: <https://dshs.texas.gov/chs/cnws/Nursing-Education-Reports.aspx>

Race/Ethnicity

Figure 4 displays the race/ethnicity distribution of post-licensure RN to BSN graduates in comparison to the race/ethnicity distribution of pre-licensure RN graduates and the Texas population. Race/ethnicity data were missing for 1.7% of RN to BSN graduates.

Figure 4. Race/Ethnicity of RN to BSN Graduates, Pre-Licensure RN Graduates,⁴ and Texas Population⁵

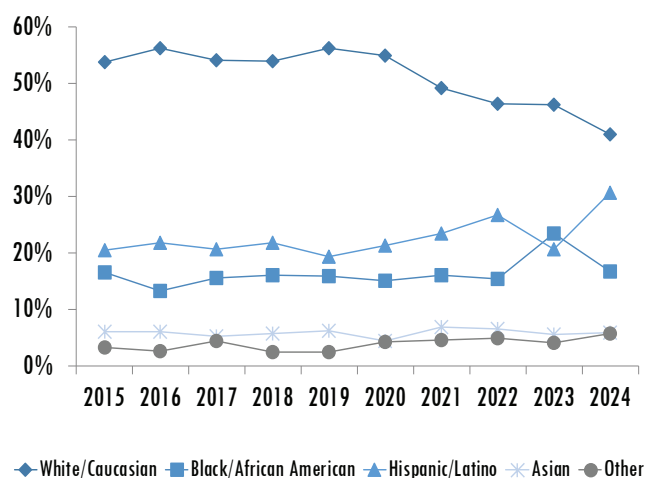


- White/Caucasian graduates made up a higher proportion of post-licensure RN to BSN graduates (41.0%) than pre-licensure RN graduates (35.2%), and the Texas population (39.2%).
- The proportion of Black/African American post-licensure RN to BSN graduates (16.7%) was greater than the proportion of pre-licensure RN graduates (15.0%) and the Texas population (12.2%).
- Hispanic/Latino graduates made up a lower proportion of post-licensure RN to BSN graduates (30.7%), compared to 35.6% of pre-licensure RN graduates and 40.5% of the Texas population.
- The proportion of post-licensure RN to BSN graduates that are Asian (5.9%) is similar to the proportion of the Texas population that is Asian (5.8%) but lower than the proportion of pre-licensure graduates were Asian (8.8%).
- Other races/ethnicities represented a greater proportion (5.7%) of the post-licensure graduate population than the Texas population (2.4%) and pre-licensure graduate population (5.4%).

Figure 5 displays the race/ethnicity distribution of post-licensure RN to BSN graduates from 2015 to 2024. Since 2015, the race/ethnicity distribution of RN to BSN graduates has fluctuated.

- The proportion of White/Caucasian RN to BSN graduates decreased from 2023 to 2024 (41.0%).
- The proportion of Black/African American RN to BSN graduates has decreased since 2023, from 23.5% to 16.7%.
- The proportion of Hispanic/Latino RN to BSN graduates has increased since 2023, from 20.6% to 30.7%.

Figure 5. Race/Ethnicity of RN to BSN Graduates, 2015-2024



International Students

Programs reported a total of 43 graduates who were international students (1.4% of all post-licensure RN to BSN graduates).⁶

⁵ Texas population data come from the 2024 Texas Demographic Center population projections (<https://demographics.texas.gov/https://demographics.texas.gov/Projections/>).

⁶ International was defined as a person who is not a citizen or permanent resident of the United States and who is in this country on a temporary basis and does not have the right to remain indefinitely.